

BEFORE THE HUMAN RIGHTS COMMISSION  
OF THE STATE OF MONTANA

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DONNA WORTH,

Case # 0081012655

Charging Party,

ORDER

-v-

CITY OF KALISPELL,

Respondent.

Donna Worth (Worth) filed a complaint with the Department of Labor and Industry (Department) alleging that the City of Kalispell (Kalispell) discriminated against her based on disability or perceived disability when she was terminated from employment. Following an informal investigation, the Department determined that a preponderance of the evidence did not support Worth's allegations of unlawful discrimination. The Department issued a Notice of Dismissal. Worth filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on July 23, 2008.

The Commission reviews a decision of the Department to dismiss a complaint using an abuse of discretion standard. *Section 49-2-511(2), MCA*. After careful consideration, the Commission concludes the determination of the Department to dismiss the complaint in this case is not an abuse of discretion.

If a charging party chooses to commence a civil action in district court, the charging party has 90 days after the date this order is issued to petition a district court, in the district where the alleged violation occurred, for the appropriate relief. *Section 49-2-511(3)(a), MCA*. If a charging party fails to commence a civil action within 90 days, the claim is time barred. *Id.*

Alternatively, a party may ask a district court to review the decision of the Commission to affirm the dismissal of a complaint. *Section 49-2-511(3)(b), MCA; Mont. Code Ann. § 2-4-702.* This review must be requested within 30 days after the date this order is issued.

IT IS HEREBY ORDERED, that Donna Worth's objections are **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against the City of Kalispell.

DATED this \_\_\_\_ day of July, 2008.

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Chair Ryan C. Rusche  
Human Rights Commission

## CERTIFICATE OF SERVICE

The undersigned secretary for the Human Rights Commission certifies that a true and correct copy of the foregoing ORDER was mailed to the following by U.S. Mail, postage prepaid, on this \_\_\_\_\_ day of July 2008.

DONNA WORTH  
2266 FOOTHILL ROAD  
KALISPELL MT 59901

CHARLES HARBALL  
CITY OF KALISPELL  
PO BOX 1997  
KALISPELL MT 59901

ERIC KAPLAN  
KAPLAN LAW FIRM  
PO BOX 2071  
COLUMBIA FALLS MT 59912-2071

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Montana Human Rights Bureau